

Providing Balanced and Adequate Compensation to Recruit and Retain Qualified Employees

GOVERNOR'S PRIORITIES

Provide annual cost-of-living adjustments

Maintain employee health benefits at current employee premium levels

Address recruitment and retention through special salary adjustments

TOTAL: \$993 million, including \$848 million GF-S, \$145 million other funds.

LEGISLATIVE ACTION

K-12 Teachers, Classified Employees

- ▶ Annual cost of living adjustments of 3 percent in each year of the biennium. **\$267 million GF-S**
- ▶ Beginning teacher salary increase of 7 percent, with additional smaller increases through the 5th year. **\$31 million GF-S**
- ▶ An additional 2 percent increase for the most experienced teachers. **\$40 million GF-S**
- ▶ An additional three learning improvement days added to the salary schedule. **\$75 million GF-S**
- ▶ Addresses rising health benefits costs for employees by increasing the monthly benefit amount from \$335.75 per month to \$423.57 per month in the 2000-01 school year. **\$123 million GF-S**
- ▶ Partial implementation of the state salary survey to fund salary increases for all classifications found to be greater than 25 percent behind their market rate sufficient to bring them within 25 percent of their market rate. **\$6 million GF-S, \$14 million other funds**
- ▶ Assistant Attorney General recruitment and retention salary increase pool. **\$3.5 million GF-S, \$3.5 million other funds**
- ▶ Four-year college faculty recruitment and retention pool funding. **\$10 million GF-S**
- ▶ Increases to part-time faculty in community colleges to address wage disparity. **\$10 million GF-S, \$10 million local match**
- ▶ Increased access to pension benefits for part-time community college faculty. **\$2 million GF-S**
- ▶ Health benefit inflation through maintaining employee's current proportional share of health benefit premiums. **\$74 million GF-S, \$44.5 million other funds**

State and Higher Education Employees

- ▶ Annual cost of living adjustments of 3 percent in each year of the biennium. **\$193.5 million GF-S, \$61 million other funds**
- ▶ Funds all 26 priorities listed in the Washington Personnel Resource Board's salary reclassification proposal. **\$13 million GF-S, \$26 million other funds**